

**Higher Level Behaviour and Learning Practitioner  
Behaviour Lead  
Band 8, SCP17 – SCP22 (Actual salary £22,813-£24,781 per annum)  
32.5 hours per week, Term Time Only plus 5 days  
To Start Easter 2025**

A new and exciting opportunity has arisen for an experienced Higher-Level Behaviour and Learning Practitioner to join Bradford Alternative Provision Academy.

Bradford AP Academy are looking to appoint a Higher Level Behaviour and Learning Practitioner to join their team. The Behaviour Lead will support in the behaviour and safety management of the site using restorative practices under the guidance of the Head of Centre.

Bradford Alternative Provision Academy is a purpose built secondary alternative provision in Bradford across multiple sites, providing intensive learning programmes for pupils who are referred to the setting following permanent exclusion from a mainstream setting. Offering pupils a fresh start in a new environment, away from the influence of peers and experiences that have previously impacted on their ability to succeed, Bradford Alternative Provision Academy is committed to providing a safe, caring and stimulating environment for all pupils. This allows the young people who attend the opportunity to re-engage with learning and either return to mainstream schooling or successfully move to a more specialist setting.

Bradford AP Academy is part of Exceed Academies Trust, which currently consists of fourteen academies; ten primary schools, an all-through primary-to-secondary academy, two alternative provision academies (Primary and Secondary), and a specialist setting for children/young people who suffer from social, emotional and mental health difficulties. The Trust has an excellent reputation within Bradford and beyond, and an outstanding track record of supporting staff in developing their careers through specialist training lead by the Exceed Teaching School Hub and our Outstanding SCITT.

**The successful candidate will demonstrate:**

- Being a skilled professional in de-escalation techniques and lead by example.
- Support the Teachers / Behaviour Learning Practitioners in their roles and drive the Positive Behaviour Policy.
- Proven skills and ability to work with young people, families, schools and other agencies, with a passion for delivering outcomes.
- Professional credibility through proven relevant experience.
- Ability and desire to model and demonstrate our values.
- Professional knowledge of young people, secondary education and family support work.
- A creative and innovative approach to solution focused working, with the ability to engage, mobilise and motivate people to address challenges, and challenge perceptions, about young people in Bradford.
- A smart, flexible worker; recognising how to carry out the role in the most effective way, including collaboration and partnership working with key project partners.

- An ability to demonstrate resilience and consistency by remaining calm and in control to maintain effective work behaviours, when faced with setbacks or pressure.
- Passionate about Bradford and improved social mobility; understanding how to raise aspirations and ambitions by partnership working with young people, families, schools, the AP and other agencies.
- Willingness to assist the teacher with the development and implementation of Individual Education/Behaviour/Support/Mentoring plans

**The essential requirements for this role are;**

- Minimum of GCSE English and Mathematics at grade C or above (or equivalent).
- Experience of working with pupils with special educational needs, including social emotional and mental health needs.
- Will work towards a HLTLA qualification if not already achieved.

**We can offer:**

- An opportunity to be part of a dedicated, experienced and highly successful team
- An opportunity to make a significant contribution to our dynamic and evolving school improvement offer to schools
- An opportunity to access professional development through training and support
- A chance to make a real difference to every child's learning

**Closing date: Thursday 6<sup>th</sup> March 2025 at 9am**

**Interview date: Wednesday 12<sup>th</sup> March 2025**

For an informal discussion regarding this opportunity, please contact Richard Bottomley, Headteacher, on 01274 491986. Further details about our school can also be found on our website <https://www.bradfordapacademy.co.uk/>

If you are interested in applying for this role, please do so by submitting an online application to [recruitment@bradfordapacademy.co.uk](mailto:recruitment@bradfordapacademy.co.uk).

**CVs or applications via Indeed will not be accepted.**

Exceed Academies Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. Shortlisted candidates will be subject to related online content checks, in line with Keeping Children Safe in Education 2024. All appointments are subject to an enhanced DBS check as well as successful completion of a probationary period.

Exceed Academies Trust strives to be an employer of choice. We are an inclusive and diverse multi academy trust and ultimately, our aim is to employ a workforce that reflects the communities it serves. We are committed to achieving a balanced workforce at all levels, whilst ensuring that no individual is disadvantaged or treated less favourably. We welcome applications from candidates of all backgrounds, faiths and ethnicities and will ensure a fair recruitment process without discrimination, in compliance with the Equality Act 2010.

